

Priority Placement Program (PPP)

What is the purpose of PPP?

The PPP is an extremely effective Department of Defense (DoD) placement assistance system established and maintained to minimize the adverse effects on employees due to such actions as drawdowns, base closures, consolidations, contracting out and classification decisions. Since its inception in 1965, this highly acclaimed placement system has received the personal support and sanction of every Secretary of Defense.

Employees whose jobs are eliminated are given priority consideration to other vacant positions in the Defense Department. Employees demoted who are entitled to grade retention are given priority consideration to other DoD vacant positions in the commuting area at their retained grades.

Through PPP Automated Stopper and Referral System (ASARS) the skills of displaced employees are matched with vacant positions at DoD activities in the authorized area at which the employees are willing to work.

If the new job involves a move to another location, the costs of moving the employee and his/her household are borne by the losing activity. If the new job is at a lower grade level, the employee's grade or pay is saved to the maximum extent permitted.

PPP placements result in a highly qualified employee, who might otherwise be out of a job, being placed. This can also result in a cost savings to the Department of Navy because severance pay and other entitlements do not need to be paid. An employee must be highly qualified in order to be placed; therefore, the results are satisfactory to both parties – the employee because they have a job, and the manager because they now have an excellent employee for their vacancy.

Quotes from managers:

“ . . . one of the best employees I've ever hired.”

“I am a PPP placement, so I'm a big supporter of the program.”

Over the past few years, PPP registrations have remained low and matches have been at a minimum. Now with increased downsizing, contracting out, Base Realignment and Closure (BRAC) and other such activities, PPP matches are becoming more frequent.

What is the PPP Process?

- ❑ When a vacancy is identified, and the RPA received by the HRSC, NW, we are required to immediately match the vacancy against a database of registrants ASARS).
- ❑ If there is a match, the PPP Team immediately notifies the servicing specialist and gathers the position information.
- ❑ Upon receipt of all the necessary information, HRSC, NW contacts the registering activity and begins the qualifications process.

Note: Matches cannot be cleared simultaneously. If more than one match occurs on a given vacancy, we must clear them one at a time.

- ❑ PPP Team consults the manager if registrant appears to be well qualified.

Note: If matches belong to another agency/activity, we must wait for a response, and although PPP actions are required to be worked in a timely manner, specific circumstances can cause delays and we have very little control of the timeframe.

- ❑ If match is determined well qualified, then placement results.
- ❑ If match is determined not well qualified, recruitment process continues or additional matches will be cleared.

What is the Manager's Role in PPP?

- ❑ Provide the correct position description and any/all additional position information, (e.g., addendums, crediting plans, specialized experience definition, what to look for in a well qualified candidate) for clearing PPP and determining qualifications of matches.

Note: Keep in mind, if additional vacancies are identified after PPP has been initially cleared, those vacancies are subject to PPP clearance also.

If you would like to know more about PPP, there is material on the Web at http://www.cpms.osd.mil/care/care_ppp.htm

Information from HRSC, NW on the PPP can be obtained by sending email to HRSCNW-nwPPP@navy.mil or calling (360) 315-8097.